



WCER All Staff Advisory Council (ASAC) 2019 Annual Report

The WCER All Staff Advisory Council (ASAC) was created in 2011 to enhance the intellectual and social context for the center's Academic Staff; in 2019, ASAC expanded to serve the Center's Academic and University Staff. With an elected board of Academic Staff members representing large projects, small projects, and support staff at WCER, the council works to build intellectual community, enrich professional development, link staff with similar interests, enhance communication, and represent Academic Staff at senior staff meetings. Specifically, the long-term goals developed by the council include:

Intellectual Community: Provide opportunities for academic staff from across projects to share information and expertise; support individual and collective professional development opportunities for academic staff.

Social Community: Work with groups of staff to increase the sense of community within WCER's organizational culture.

Communication: Work with staff to increase the transparency of the policies and procedures that govern the center.

Advisory: Provide input to senior staff regarding different policies or procedures that guide the work of WCER. It is recommended that the chair of ASAC attend senior staff meetings as needed.

Adopted August 2011 & revised November 2019

Work to Date (January - December 2019)

Over the course of the 2019 calendar year, ASAC participated in a variety of activities in support of the long-term goals articulated above.

Intellectual Community

ASAC hosted three Lunch & Learn events in the spring and fall semesters. Spring events featured *What Tech Services Can Do for You* in February with approximately 50 attendees and *Learn About the Services of the Communications Team* in April with about 40 people attending. In the fall, we hosted a final *Director's Town Hall Meeting* with outgoing WCER Director Bob Mathieu; the town hall attendance included approximately 110 people either in the room or watching remotely.

ASAC also coordinated the WCER Academic Staff Professional Development Grant program during the year, continuing with rolling admissions. This year, ASAC awarded four grants totalling just over \$5,000, enabling staff to attend and present at conferences in the US and abroad.

Social Community

In August ASAC hosted the second annual All-Staff Conference in coordination with Danielle Maillette, the Center's events manager. With morning talks, lunchtime student poster sessions, afternoon breakouts, and an end-of-day musical jamboree, the conference builds social and intellectual community across the Center. This year we presented the first-ever WCER Values Awards, recognizing three staff for their commitment to the Center's organizational values. More than 200 people attended the conference, breakout sessions featured presenters and research from 9 projects, and student research presentations from 8 graduate and undergraduate students. Evaluation feedback was largely positive; anecdotal highlights include:

The group of award winners were all very deserving of their awards. Great to see our staff getting recognition! This also gives everyone something to strive for.

The Jamboree is such a wonderful way to wrap up the event. After a day of rich content, it is so fun to see everyone come together as a community and cut loose.

This conference will play a vital role in the continued success of WCER. It offers a great community experience and allows people to meet in a more social setting, which leads to people being more open to discussion with others and receptive of differences.

Great job! I'm so glad this has become a yearly event. It will only get better and continue to bring us together. Thank you!!

In the spirit of the Center's new organizational values, ASAC expanded its membership to include all Academic and University Staff at the Center. We made this decision unanimously prior to elections for the 2019-2020 term, and as a result we welcomed our first University Staff member to the committee in August.

WCER staff put forward a record number of candidates running to fill four (4) vacant seats, and more than 100 staff voted in these elections, suggesting perhaps a greater awareness of and support for ASAC's work.

Communication

ASAC continues to serve as an informal communications channel between staff in the building and the Director's Office. Over the past year in particular, staff brought concerns around space issues to various ASAC members and ASAC was ultimately able to add questions to our climate survey about space in order to develop a more thorough and less anecdotal understanding of this important issue.

Advisory

In addition to its ongoing advisory relationship with the Director's Office, ASAC has been able to provide input on two major initiatives this year: the development of a new climate survey to be distributed in late 2019, and the hiring of a new Director to follow Bob Mathieu. In both cases, ASAC coordinated with the individual(s) running those initiatives to provide input on an as-requested basis.

Members of ASAC for the 2019 calendar year:

- Leah Nell Adams (Program Manager, CIMER) - term ended August 2019
- Jorge Cardona (Finance Manager, WIDA) - term ended August 2019
- Kate Diamond (Assistant Outreach Specialist, CIRTL)
- Lisa Geraghty (Evaluator, WEC)
- Steve Kimball (Co-Director, Wisconsin Evaluation Collaborative) - term began August 2019
- Amanda Kruger (MEP, Project Manager) - term began November 2019
- Dan Marlin (Policy & Research Analyst, WEC) - term ended August 2019
- Angela Millock (Digital Librarian, Tech Services) - term ended August 2019
- Erika Rosales (Human Resources Coordinator, WIDA) - term began August 2019
- Connie Showalter (Outreach Specialist, MSAN) - term began August 2019
- Sonia Upton (Client Relations Specialist, WIDA)
- Kula Yang (HR Generalist, Business Office) - term began August 2019, ended in November 2019